

16 Oct 1968

MEMORANDUM FOR: Director of Personnel

SUBJECT : Civil Service Status for CIA Employees (Noncompetitive Interchange)

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1. [redacted] has done some research on the CSC-Foreign Service Plan following your mild show of interest in the above subject at the staff meeting last week.

a. State's Plan was put into effect by the Executive Order route rather than the legislative because of veteran's preference complications. The only specific veteran's preference concession in the Plan is the waiver of the three-year limitation on appointment to FSS category following separation from the Civil Service.

b. The impetus for the Plan came largely from the Commission. It seems that the Harter Report recommended more flexibility in the Foreign Service and that Glen Stahl of the CSC who was serving on a Selection Board at State took the initiative and got his program people to work out the details. As a result the actual negotiations were very limited in the sense that State, in a series of discussions, easily convinced the CSC people that the Foreign Service was indeed a merit system.

2. State has not kept records on how or what they have secured from the agreement except that some of their own GS people have transferred into the Foreign Service under this scheme. USAID has used it but AID has not. The Director General's office feels that the agreement has been a good one.

3. What did State get and what did it give? To oversimplify, they received the "hunting license" right for their people into the competitive service, i.e., noncompetitive entry. For this they waived the written exam for transfer to FSS category while maintaining all the requirements for FSO entry; and they agreed to waive the probationary period for FSS appointments for qualified CSC careerists.

4. Frank has drawn up a sample Executive Order for CIA just to see what it might look like and this is attached. There is also a copy of Executive Order 11219, FPMC 359 and FPM Letter 315-2 covering the State Plan.

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Chief, Plans and Analysis Division

Attn:

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